DOCUMENT RESUME

ED 053 319 VT 013 621

| | |
|---|---|
| AUTHOR | Ahl, John E.; Rutledge, Roger A. |
| TITLE | A Five State Salary Survey of Postsecondary Vocational Technical Educators in Colorado, Iowa, Kansas, Nebraska, and Wyoming. A Descriptive Study of Reflective Criteria for Remuneration of Educational Personnel. |
| INSTITUTION | Nebraska Technical Coll., Milford. |
| SPONS AGENCY | Nebraska Occupational Needs Research Coordinating Unit, Lincoln. |
| PUB DATE | 1 Jun 71 |
| NOTE | 41p. |
| EDRS PRICE | EDRS Price MF-$0.65 HC-$3.29 |
| DESCRIPTORS | Comparative Analysis, *Post Secondary Education, *Salary Differentials, *State Surveys, *Teacher Salaries, Technical Education, *Vocational Education, Vocational Education Teachers |
| IDENTIFIERS | Colorado, Iowa, Kansas, Nebraska, Wyoming |

ABSTRACT

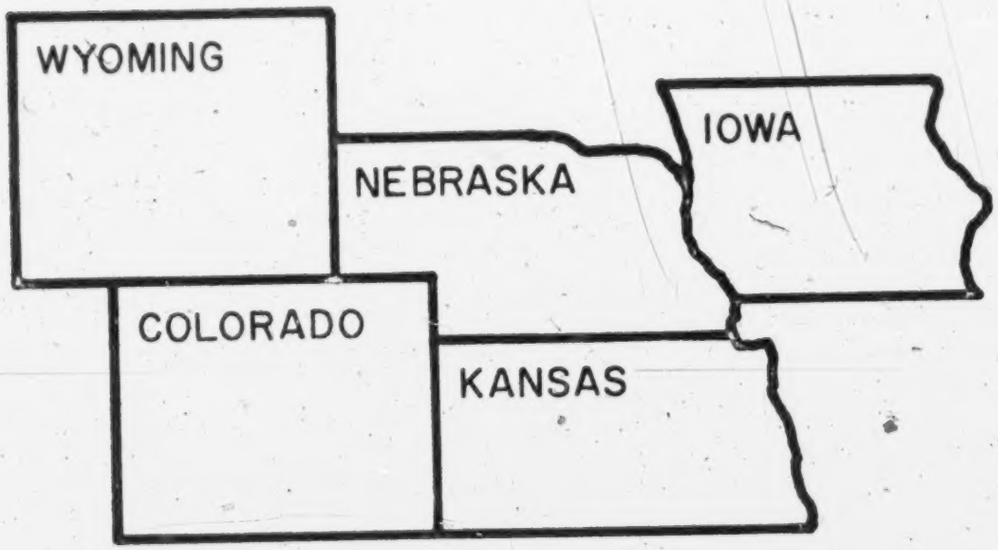
This study was designed to seek a solution to a common concern of postsecondary vocational technical institutions in five states, namely, the remuneration of educational personnel. The five states included in the survey had similar characteristics and conditions, and shared the problems of competition for capable staff and the availability of financial resources. The Research Coordinating Unit (RCU) director in each state assumed the responsibility for disseminating, retrieving, and forwarding data information to the Nebraska RCU, and the analysis and summarization took place at the Nebraska Technical College at Milford, utilizing personnel and computerized equipment from that institution. Tables compiled show the area of specialization and salary criteria for each of the five states participating in the study. (Author)

ED053319

# FIVE STATE SALARY SURVEY

OF

POSTSECONDARY VOCATIONAL EDUCATORS




PREPARED AND PUBLISHED

BY

NEBRASKA TECHNICAL COLLEGE

MILFORD NEBRASKA

CE 013621

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY

# A FIVE STATE SALARY SURVEY

# OF POSTSECONDARY VOCATIONAL TECHNICAL EDUCATORS

IN

COLORADO, IOWA, KANSAS

NEBRASKA AND WYOMING

A DESCRIPTIVE STUDY OF REFLECTIVE CRITERIA

FOR REMUNERATION OF EDUCATIONAL PERSONNEL

June 1, 1971

Prepared and Published by:

The Salary Division of the Faculties Committee
NEBRASKA TECHNICAL COLLEGE
MILFORD, NEBRASKA 68405

John E. Ahl

Roger A. Rutledge

and

C. A. Cromer, Director

Nebraska Research Coordinating Unit for Vocational Education
Box 33, UHS, City Campus, Uni. of Nebraska
Lincoln, Nebraska 68508

# LIST OF TABLES


| | | Page |
|---|---|---|
| I | Responses Used in Report | 4 |
| | COMPARISON OF CRITERIA TO SALARIES BY AREA OF SPECIALIZATION OF EDUCATORS | |
| II | Administration | 5 |
| III | Business Occupations | 6 |
| IV | Data Processing | 7 |
| V | Electronics | 8 |
| VI | Drafting | 9 |
| VII | Auto Body | 10 |
| VIII | Diesel | 11 |
| IX | Building Construction | 12 |
| X | Auto Mechanics | 13 |
| XI | Machine Shop | 14 |
| XII | Welding | 15 |
| XIII | Air Conditioning-Refrigeration | 16 |
| XIV | Agriculture | 17 |
| XV | Licensed Practical Nursing | 18 |
| XVI | Graphic Arts | 19 |
| XVII | Vocational Counseling | 20 |
| XVIII | Aircraft Mechanics | 21 |
| XIX | Related Instruction | 22 |

COMPARISON OF FIVE STATE MEANS


| Table | | Page |
|---|---|---|
| XX | Administration, Business Occupations, Data Processing, Electronics, Drafting, Auto Body. . . . . | 23 |
| XXI | Diesel, Building Construction, Auto Mechanics, Machine Shop, Welding and Air Conditioning. . . . . | 24 |
| XXII | Agriculture, Licensed Practical Nursing, Graphic Arts and Related Instruction. . . . . | 25 |


BENEFITS NOT INCLUDED IN SALARIES BY STATE


| | | |
|---|---|---|
| XXIII | Colorado. . . . . | 26 |
| XXIV | Iowa . . . . . | 27 |
| XXV | Kansas . . . . . | 28 |
| XXVI | Nebraska . . . . . | 29 |
| XXVII | Wyoming . . . . . | 30 |


AVERAGE EXPECTED INCREMENTS


| | | |
|---|---|---|
| XXVIII | Percentage and Types of Increments . . . . . | 31 |


APPENDICES


| | | |
|---|---|---|
| A. | Questionnaire. . . . . | 34 |
| B. | List of Institutions that Employ Respondents . . . . . | 36 |

## ACKNOWLEDGMENTS

This report is made possible through the efforts and cooperation of the Research Coordinating Units in Colorado, Iowa, Kansas, Nebraska, and Wyoming. This work was done without budget and would have been impossible without help in distribution and collection of the survey instruments and dissemination of the report.

The counsel of Dr. James T. Horner, Chairman, Department of Agriculture, University of Nebraska, was especially helpful in the formation of this study.

A special appreciation is extended to the Nebraska RCU for their initial counsel in planning and design for the study. Their continual assistance in monitoring all stages of the study was greatly appreciated and essential for bringing this study to completion.

It is very important that appreciation be expressed to the 852 respondents from the 38 institutions. They are to be thanked for their confidence and cooperation. The questions asked about salaries posed a problem because of their highly personal nature.

## PREFACE

This study is dedicated to seeking a solution to common concerns of postsecondary vocational technical institutions in the five states of Colorado, Iowa, Kansas, Nebraska, and Wyoming. It has been difficult in this emerging and rapidly developing segment of education to visualize parameters for arriving at equitable salaries for the instructional staff.

The five states included in the survey have many similar characteristics and conditions. Competition for capable staff is a common problem, and availability of financial resources has imposed a similar restriction for all concerned.

It goes without saying that it was not possible to reach all of the objectives of the study because of the conditions under which it was conducted. Hopefully, at some point in the future, and under provisions which will assure a more complete scope, this study can be updated.

## INTRODUCTION

The rapid growth and expansion of postsecondary vocational technical education has placed administrators in an untenable position as far as staff procurement is concerned. The process of professional teacher preparation has not kept pace with demand, and, because of the highly specialized nature of the many technical areas, much of the professional preparation must be done after a teacher is hired.

Many problems confront an administrator and a board of education in locating prospective instructors. A new group of problems emerges in determining an equitable salary. No criteria to date have been developed for postsecondary vocational technical schools which prescribe the worth of a baccalaureate diploma, a permanent teaching certificate, a master's degree, etc. Most State Plans require a specified number of years of occupational experience. State requirements over the nation vary from one to six years and also vary within occupational area. The worth of good quality occupational experience has never been stated in terms which can be translated into salary increments.

It was assumed at the outset that a positive correlation existed between the criteria listed in most schedules and remunerations for successful teaching. Therein lies the purpose of this study. The practices now employed in the five states can be generalized to reflect the mean for each state without revealing specific institutions. In turn, individual institutions can make general comparisons to see how they rank with the mean for their state and the other states in the study.

Years of teaching experience comprise another variable. It was generally assumed that each year of successful teaching experience should make a teacher more efficient and effective as an educator.

## DELIMITATIONS OF THE STUDY

This study, by design, was restricted to salaries of public postsecondary vocational technical institutions. Some respondents did some teaching at the secondary level because of their institution's structure. This did not prohibit the use of their data because a major proportion of their time was assumed to be spent at the postsecondary level.

The fact that "N.R." (no response) appears in a number of the cells of the table is a delimitation of this study. The data presented in each cell of the tables constitute an average for all returns that fit the specifications of the cell. Where the "N.R." appears, there were no data submitted for that cell. In a few other instances there were data from only one respondent, not providing a reliable mean figure. In most of the instructional areas there were enough responses to project reliable data. The fact that a frequency count for each cell is not provided is also another delimitation of the study. A frequency count by state can be found in Table 1.

It was hoped that the response would be complete enough to provide data for all cells. Unfortunately, this was not the case; however, an indication can be drawn which may offer assistance in projecting future salaries for the areas reported.

The study was further limited to those who were full-time educational employees of institutions whether local, area, or state. Responses from those who were employed 35 hours or fewer each week were not used

because their data would not be representative. The study was not designed to report work load. Some knowledge of the work load was necessary to separate the part-time teachers, lab assistants, etc.

## DEFINITION OF TERMS

Salary. . . . For the purpose of this study the term "salary" shall indicate the contracted yearly remuneration for educational service given, minus any extra stipends for services that are considered beyond the contract stipulations. Questions 9 and 10 of the questionnaire were designed to separate these pay remunerations. (Appendix A) All salary data in the tables have been based on a daily salary rate that was multiplied by 240 days to equate to an annual contract.

Benefits. . . Benefits include employer's contribution to life insurance, health-accident insurance, retirement, etc. Benefits were not included in the contractual figure used for determining the means reported in the tables. This form of remuneration was handled separately.

Area of Specialization. . . It was a desire that this report present each category of specialization separately. An example of the area of specialization could be welding, which is a part of the trades and industrial field.

Administration. . . . In this study the respondent who indicated he spent more than 75% of his schedule in administration or supervisory activities was reported in this category. The persons who indicated top leadership; e.g., director or president, were intentionally omitted from this study because they comprise a separate category.

Occupational experience. . . This term is defined as the time in years during which a respondent was employed in business and engaged in skills closely related to the area of specialization being taught by him.

Formal general education. . . This term is used to describe standardized diplomas, degrees, and credit hours earned by the respondent in the areas of general education.

Systematic occupational training. . . This term refers to the amount of formal occupational preparation received by a respondent from a vocational school, community college, technical college or institute, apprenticeship program, factory school, or industrial clinic, etc.

Teaching experience . . . This term was included to record the amount of formal teaching experience in an institutional setting claimed by the respondent

Expected Increments. . . Respondents indicated the increments they were offered for the 70-71 year. It was decided to use two categories of expected increments.

1. Professional improvement increments
   Those salary adjustments awarded to the respondent for fulfilling specifications of teacher preparation
2. Other increments
   Those salary adjustments awarded to the respondent for tenure, cost of living, and merit consideration

## PRECEDENCE FOR THIS STUDY

The initial concept for this study developed from a salary committee of a postsecondary vocational technical institution. The committee found many inequalities within the salaries of its own instructional staff. A desire was expressed at that time to learn what was being done in other institutions within the state, and if possible, in some of the surrounding states. The committee chose to exclude the traditional comparison of institutional salary schedules and pursue a direct response from individual instructors.

In considering possibilities which would provide some comparison among institutions, it was decided that something could be accomplished through a five state cooperative venture. It was reasoned that all similar institutions could benefit from such a study and that a cooperative effort among states, with conditions in common, was feasible and could be mutually beneficial.

There were no previous studies available which would supply the information needed by the salary committee, and the only logical solution appeared to be a fact-finding study and a suitable method of comparing the data.

## PROCEDURE

Once the need was established, a procedure was formulated to plan the most logical approach. Since the study was vocationally oriented, and since most of the states in the anticipated nucleus had ongoing Research Coordinating Units, it was agreed that the RCU's would be the first agencies contacted.

The RCU directors from all five states responded positively which established the scope of the study. The next steps were the development and testing of the questionnaires, distribution of the questionnaires, followed by the return of those completed. The RCU directors in each state assumed the responsibility for dissemination, retrieval, and forwarding the completed returns to the Nebraska RCU. Analysis and summarization took place at the Nebraska Technical College at Milford, Nebraska, utilizing personnel and computerized equipment from that institution.

It was established that a survey of salaries taken on June 1, 1970, could be used to project the next year's salary situation. Most of the respondents would have already established by contract their 1970-71 salary. Question #12 was designed to gather data that could be used to project the June 1, 1970, situation to June 1, 1971, the target date of the report of this study.

# TABLE I

Responses Used in Report

| | Colo | Iowa | Kan. | Nebr. | Wyo. | Total |
|---|---|---|---|---|---|---|
| Agriculture | 13 | 17 | 5 | 16 | 3 | 54 |
| L.P.N. | 27 | 25 | 10 | 9 | 3 | 74 |
| Administration | 11 | 6 | 15 | 17 | 10 | 59 |
| Business Occupations | 30 | 20 | 24 | 23 | 9 | 108 |
| Data Processing | 18 | 19 | 12 | 16 | 4 | 69 |
| Electronics | 20 | 19 | 12 | 16 | 19 | 70 |
| Drafting | 22 | 26 | 20 | 21 | 12 | 101 |
| Auto Body | 5 | 2 | 5 | 6 | NR | 18 |
| Diesel | 1 | 3 | 12 | 12 | NR | 28 |
| Building Construction | 5 | 12 | 14 | 17 | NR | 48 |
| Auto Mechanics | 17 | 17 | 18 | 9 | 2 | 63 |
| Machine Shop | 8 | 10 | 6 | 4 | NR | 28 |
| Welding | 8 | 6 | 9 | 14 | 1 | 38 |
| Air Cond. and Refr. | 3 | 4 | 1 | 7 | 1 | 16 |
| Graphic Arts | 4 | 6 | 4 | NR | 1 | 15 |
| * Vocational Counseling | 2 | NR | 7 | 1 | 1 | 11 |
| * Aircraft | NR | 5 | 2 | 3 | NR | 10 |
| Related | NR | 2 | 11 | 22 | NR | 35 |
| * Cosmetology | 4 | NR | 2 | NR | NR | 6 |
| * Legal Secretaries | NR | NR | 1 | NR | NR | 1 |
| | | | | TOTAL | | 852 |

* Summary tables were not prepared because of insufficient number of responses.

# TABLE II

## AREA OF SPECIALIZATION — ADMINISTRATION

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 13,282 | 13,110 | 12,025 | 12,539 | 15,500 | 13,291 |
| 5-10 years | 13,936 | 14,554 | 14,334 | 11,907 | 12,424 | 13,431 |
| over 10 years | 11,240 | 13,513 | 12,957 | 10,518 | 11,728 | 11,991 |
| FORMAL GEN. EDUCATION | | | | | | |
| Bachelor's Degree | 8,880 | 11,550 | 7,200 | 10,618 | N.R. | 9,562 |
| Master's Degree | 13,786 | 15,937 | 13,077 | 11,954 | 12,448 | 13,440 |
| Doctor's Degree | 12,340 | N.R. | 15,336 | 16,975 | 13,500 | 14,538 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | N.R. | N.R. | N.R. | N.R. | N.R. | |
| One year | 13,161 | 13,714 | 13,007 | 12,040 | 12,577 | 11,475 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | N.R. | 11,550 | 7,200 | N.R. | N.R. | 9,375 |
| 3-5 years | 14,990 | N.R. | N.R. | 12,320 | N.R. | 13,655 |
| 5-10 years | 8,175 | N.R. | N.R. | 10,584 | 12,120 | 10,293 |
| over 10 years | 14,137 | 16,203 | 13,322 | 13,342 | 12,691 | 10,293 |
| GRAND MEAN | 13,161 | 13,714 | 13,007 | 12,040 | 12,577 | 11,475 |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE III

AREA OF SPECIALIZATION BUSINESS OCCUPATIONS

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 9,224 | 10,077 | 9,279. | 9,196 | 10,005 | 9,556 |
| 5-10 years | 9,338 | 11,243 | 8,736 | 8,825 | N.R. | 9,535 |
| over 10 years | 8,529 | 12,099 | 9,255 | 9,650 | 9,225 | 9,751 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 8,500 | 12,146 | 8,861 | 8,322 | N.R. | 9,457 |
| Bachelor's Degree | 8,161 | 10,117 | 8,387 | 8,604 | 8,275 | 8,709 |
| Master's Degree | 9,493 | 12,571 | 10,359 | 9,887 | 10,052 | 10,473 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 8,963 | 10,848 | 9,001 | 9,319 | 9,144 | 9,455 |
| One year | 9,153 | 10,662 | 9,243 | 9,194 | 9,301 | 9,510 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 8,069 | 10,217 | 7,834 | 8,246 | 10,475 | 8,968 |
| 3-5 years | 8,625 | 10,315 | 8,347 | 9,598 | 8,500 | 9,077 |
| 5-10 years | 9,421 | 12,012 | 8,862 | 8,878 | 9,366 | 9,708 |
| over 10 years | 9,440 | N.R. | 10,668 | 11,496 | 9,683 | 10,321 |
| GRAND MEAN | 9,076 | 11,027 | 9,271 | 8,872 | 9,802 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE IV

AREA OF SPECIALIZATION DATA PROCESSING

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 10,637 | 12.500 | 10,139 | 9,000 | 9,500 | 10,355 |
| 5-10 years | 10,467 | 14,649 | N. R. | 10,505 | 9,900 | 11,380 |
| over 10 years | 8,500 | 11,937 | N. R. | 9,180 | 14,000 | 10,904 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 7,950 | 11,937 | N. R. | 10,174 | 17,000 | 11,765 |
| Bachelor's Degree | 7,500 | 13,574 | N. R. | 9,000 | 11,000 | 10,268 |
| Master's Degree | 11,810 | N. R. | 10,139 | N. R. | 9,700 | 10,549 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 9,942 | 10,348 | 10,264 | 8,948 | 9,230 | 9,746 |
| One year | 10,325 | 10,972 | 10,139 | 9,032 | 9,700 | 10,333 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 7,975 | 12,842 | N. R. | 10,103 | N. R. | 10,306 |
| 3-5 years | 9,550 | 12,581 | N. R. | 9,090 | 17,000 | 12,055 |
| 5-10 years | 12,000 | 12,435 | N. R. | 9,100 | 10,250 | 10,964 |
| over 10 years | 12,750 | N. R. | 10,139 | N.R. | 9,900 | 10,929 |
| GRAND MEAN | 10,315 | 12,905 | 10,139 | 9,548 | 11,069 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE V

AREA OF SPECIALIZATION — ELECTRONICS

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N. R. | 10,402 | N. R. | 9,347 | N. R. | 9,874 |
| 5-10 years | 8,691 | 10,598 | 10,275 | 8,584 | 10,000 | 9,629 |
| over 10 years | 9,385 | 12,167 | 8,756 | 8,959 | 10,562 | 9,966 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 8,425 | 11,701 | 8,898 | 8,787 | N.R. | 9,452 |
| Bachelor's Degree | 9,183 | 12,200 | 8,184 | 8,700 | 9,125 | 9,438 |
| Master's Degree | 10,323 | N. R. | 10,275 | N. R. | N. R. | 9,452 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 8,324 | 10,160 | 8,941 | 8,414 | 9,848 | 9,137 |
| One year | 9,287 | 11,500 | 8,803 | 8,787 | 10,375 | 9,750 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 8,245 | 9,480 | 9,098 | 8,300 | N. R. | 8,871 |
| 3-5 years | 7,800 | 11,489 | 7,142 | 8,525 | 10,000 | 8,991 |
| 5-10 years | 10,011 | 12,787 | 9,913 | 9,710 | 9,125 | 10,309 |
| over 10 years | 9,400 | 12,248 | 10,275 | 9,305 | 12,000 | 10,645 |
| GRAND MEAN | 9,434 | 11,585 | 8,970 | 8,855 | 11,196 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE VI

AREA OF SPECIALIZATION — DRAFTING

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 8,733 | 12,219 | 8,760 | 9,120 | 10,350 | 9,836 |
| 5-10 years | 9,000 | 11,185 | 9,054 | 9,475 | N. R. | 9,678 |
| over 10 years | 8,892 | 12,027 | 9,795 | 8,701 | 10,860 | 10,055 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 8,600 | 11,390 | 9,779 | 8,893 | N. R. | 9,665 |
| Bachelor's Degree | 8,398 | 12,695 | 8,482 | 8,746 | N. R. | 9,680 |
| Master's Degree | 9,308 | 11,678 | 9,720 | 9,250 | 10,605 | 10,126 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 9,412 | 11,841 | 8,124 | 8,760 | 9,640 | 9,326 |
| One year | 9,002 | 11,816 | 9,370 | 8,888 | 10,605 | 9,936 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 8,965 | 12,950 | 8,801 | 8,660 | N. R. | 9,844 |
| 3-5 years | 8,900 | 10,180 | 10,512 | 8,915 | N. R. | 9,626 |
| 5-10 years | 8,607 | 11,637 | 8,403 | 9,750 | 10,860 | 9,851 |
| over 10 years | N. R. | 12,350 | 9,458 | 9,166 | 10,350 | 10,331 |
| GRAND MEAN | ,911 | 11,915 | 9,335 | 8,921 | 11,810 | 9,830 |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE VII

AREA OF SPECIALIZATION — AUTO BODY

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 8,840 | N. R. | 8,600 | 9,980 | N. R. | 9,140 |
| 5-10 years | 8,180 | 12,300 | 9,648 | 9,274 | 11,666 | 10,213 |
| over 10 years | | | | | | |
| FORMAL GEN. EDUCATION | 8,380 | 12,300 | 8,783 | 10,174 | N. R. | 9,909 |
| High School | 8,825 | N. R. | 8,875 | 9,000 | 9,280 | 8,995 |
| Bachelor's Degree | N. R. | N. R. | N. R. | N. R. | 8,900 | 8,900 |
| Master's Degree | | | | | | |
| SYSTEMATIC OCC. TRAINING | 8,625 | 12,300 | 8,783 | 9,980 | 9,280 | 9,793 |
| Less than one year | 8,496 | 12,479 | 8,614 | 9,567 | N. R. | 9,789 |
| One year | | | | | | |
| TEACHING EXPERIENCE | 7,633 | N. R. | 8,824 | 8,306 | N. R. | 8,254 |
| 0-3 years | N. R. | 12,120 | 8,816 | N. R. | 11,666 | 10,867 |
| 3-5 years | 8,670 | 12,479 | N. R. | 9,803 | 11,666 | 10,654 |
| 5-10 years | 9,500 | N. R. | N. R. | 10,065 | N. R. | 9,782 |
| over 10 years | | | | | | |
| GRAND MEAN | 8,400 | 12,322 | 9,238 | 9,622 | 10,589 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE VIII

DIESEL

AREA OF SPECIALIZATION

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N. R. | N. R. | 9,257 | N. R. | N. R. | 9,527 |
| 5-10 years | N. R. | N. R. | 8,528 | 8,734 | N. R. | 8,631 |
| over 10 years | 8,800 | 11,700 | 9,145 | 9,165 | N. R. | 9,702 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | N. R. | 11,700 | 9,003 | 9,021 | N. R. | 9,908 |
| Bachelor's Degree | N. R. | N. R. | 9,615 | N. R. | N. R. | 9,615 |
| Master's Degree | 8,800 | N. R. | N. R. | N. R. | N. R. | 8,800 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 8,800 | 11,680 | 9,309 | 8,941 | N. R. | 9,682 |
| One year | N. R. | 11,950 | 9,361 | 8,704 | N. R. | 10,005 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | N. R. | 11,000 | 8,181 | 8,275 | N. R. | 9,152 |
| 3-5 years | 8,800 | N. R. | 9,555 | 9,625 | N. R. | 9,327 |
| 5-10 years | N. R. | 13,100 | 9,300 | 8,982 | N. R. | 10,460 |
| over 10 years | N. R. | N. R. | N. R. | N. R. | N. R. | N. R. |
| GRAND MEAN | 8,800 | 11,813 | 9,097 | 9,021 | N. R. | |

N.R. --- Indicates insufficient responses were received to provide mean figure

# TABLE IX

AREA OF SPECIALIZATION — BUILDING CONSTRUCTION

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 8,385 | N. R. | 10,268 | 9,360 | N.R. | 9,338 |
| 5-10 years | 9,575 | 11,750 | N. R. | 8,287 | N.R. | 9,871 |
| over 10 years | 8,214 | 10,576 | 9,350 | 9,407 | N.R. | 9,386 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 8,214 | 11,163 | 9,350 | 8,920 | N.R. | 9,412 |
| Bachelor's Degree | 7,500 | N. R. | N. R. | N. R. | N.R. | 7,500 |
| Master's Degree | 9,423 | N. R. | 10,269 | N. R. | N.R. | 9,847 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 8,352 | 11,003 | 9,526 | 9,428 | N.R. | 9,577 |
| One year | 8,555 | 11,163 | 9,700 | 9,007 | N.R. | 9,606 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 8,838 | N. R. | 9,100 | 8,400 | N.R. | 8,629 |
| 3-5 years | 8,214 | 11,163 | 9,607 | 9,006 | N.R. | 9,497 |
| 5-10 years | N. R. | N. R. | 9,604 | N R. | N.R. | 9,604 |
| over 10 years | 9,575 | N. R. | 10,269 | N.R. | N.R. | 9,923 |
| GRAND MEAN | 8,581 | 11,136 | 9,704 | 8,977 | | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE X

AREA OF SPECIALIZATION — AUTO MECHANICS

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 9,180 | 12,700 | 8,978 | 8,870 | N.R. | 9,909 |
| 5-10 years | 8,003 | 9,592 | 8,638 | 8,100 | 8,900 | 8,647 |
| over 10 years | 8,273 | 11,570 | 9,887 | 8,707 | 9,280 | 9,543 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 8,071 | 11,032 | 9,395 | 8,491 | N.R. | 9,248 |
| Bachelor's Degree | 8,577 | 12,800 | 8,852 | 9,900 | 9,280 | 9,881 |
| Master's Degree | N.R. | 12,700 | N.R. | N.R. | 8,900 | 10,802 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 8,330 | 11,275 | 8,954 | 8,443 | 8,900 | 9,180 |
| One year | 8,480 | 11,062 | 9,368 | 8,707 | 9,090 | 9,341 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 7,629 | 11,600 | 8,746 | N.R. | 8,160 | 9,034 |
| 3-5 years | 8,227 | 10,898 | 8,928 | 8,900 | 7,500 | 8,891 |
| 5-10 years | 8,710 | 11,664 | 9,900 | N.R. | N.R. | 10,091 |
| over 10 years | 9,685 | 12,016 | N.R. | 9,280 | N.R. | 10,327 |
| GRAND MEAN | 8,470 | 11,575 | 9,165 | 8,812 | 8,752 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XI

MACHINE SHOP

AREA OF SPECIALIZATION

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 9,900 | 8,100 | 9,643 | 9,360 | N.R. | 9,250 |
| 5-10 years | 9,493 | 11,178 | 9,000 | 8,287 | N.R. | 9,490 |
| over 10 years | 9,220 | 11,368 | 9,777 | 9,407 | N.R. | 9,943 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 7,780 | 10,805 | 9,769 | 9,240 | N.R. | 9,398 |
| Bachelor's Degree | 9,380 | 12,986 | 8,950 | 8,892 | N.R. | 10,052 |
| Master's Degree | 9,831 | N.R. | 10,385 | N.R. | N.R. | 10,109 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 8,868 | 10,819 | 9,558 | 9,066 | N.R. | 9,578 |
| One year | 8,890 | 11,546 | 9,543 | 9,087 | N.R. | 9,770 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 8,260 | 10,681 | 9,800 | 8,989 | N.R. | 9,432 |
| 3-5 years | 7,780 | 11.583 | 9,680 | 9,240 | N.R. | 9,570 |
| 5-10 years | 9,807 | 10,671 | 9,473 | N.R. | N.R. | 9,983 |
| over 10 years | 9,927 | N.R. | 9,642 | N.R. | N.R. | 9,784 |
| GRAND MEAN | 9,291 | 11,307 | 9,603 | 9,075 | | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XII

WELDING

AREA OF SPECIALIZATION

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N.R. | N.R. | N.R. | 8,615 | 7,000 | 7,807 |
| 5-10 years | 8,890 | 9,510 | 9,860 | 9,500 | N.R. | 9,440 |
| over 10 years | 9,013 | 10,876 | 9,339 | 9,000 | N.R. | 9,557 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 8,389 | 10,648 | 9,359 | 8,433 | N.R. | 9,207 |
| Bachelor's Degree | 9,056 | N.R. | 9,200 | N.R. | N.R. | 9,128 |
| Master's Degree | 10,620 | N.R. | 9,860 | N.R. | 9,000 | 9,826 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 9,000 | 10,648 | 9,248 | 8,023 | 9,122 | 9,208 |
| One year | 9,000 | 10,484 | 9,296 | 8,077 | 7,000 | 8,771 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 8,655 | 9,740 | 9,088 | 9,500 | 7,000 | 8,796 |
| 3-5 years | 9,335 | 10,611 | 9,583 | 8,650 | N.R. | 9,544 |
| 5-10 years | 9,123 | 10,160 | N.R. | 7,790 | N.R. | 9,024 |
| over 10 years | 9,500 | N.R. | 9,520 | N.R. | N.R. | 9,510 |
| GRAND MEAN | 8,988 | 10,530 | 9,372 | 8,478 | 7,500 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XIII

AREA OF SPECIALIZATION — AIR CONDITIONING

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N.R. | N.R. | N.R. | N.R. | N.R. | N.R. |
| 5-10 years | 8,890 | N.R. | 9,650 | N.R. | 10,010 | 9,516 |
| over 10 years | 9,013 | 12,412 | N.R. | 8,662 | N.R. | 10,029 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 8,351 | 12,299 | N.R. | 8,985 | N.R. | 9,878 |
| Bachelor's Degree | 8,600 | 12,750 | 9,650 | 8,340 | N.R. | 9,835 |
| Master's Degree | N.R. | N.R. | N.R. | N.R. | 10,010 | 10,010 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 8,614 | 12,502 | N.R. | 8,662 | N.R. | 10,084 |
| One year + | 8,434 | 12,067 | 9,650 | 8,985 | 10,010 | 9,829 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 8,600 | 12,750 | N.R. | 8,985 | N.R. | 10,112 |
| 3-5 years | 7,782 | 12,763 | N.R. | 8,340 | N.R. | 9,628 |
| 5-10 years | 8,920 | 12,067 | N.R. | N.R. | 10,010 | 10,332 |
| over 10 years | N.R. | N.R. | 9,650 | N.R. | N.R. | 9,650 |
| GRAND MEAN | 9,286 | 12,394 | 9,650 | 8,702 | 10,010 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XIV

AREA OF SPECIALIZATION AGRICULTURE

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N.R. | N.R. | 10,376 | 7,666 | N.R. | 9,021 |
| 5-10 years | 8,250 | 9,155 | 8,409 | 8,058 | 9,453 | 8,665 |
| over 10 years | 7,150 | 9,277 | 9,807 | 10,200 | 8,409 | 9,667 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 7,700 | 10,218 | 9,614 | 7,851 | N.R. | 8,846 |
| Bachelor's Degree | 7,200 | 14,638 | 8,509 | 9,871 | N.R. | 10,055 |
| Master's Degree | N.R. | 12,925 | 10,088 | 8,350 | 8,257 | 12,544 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | N.R. | N.R. | N.R. | N.R. | N.R. | N.R. |
| One year + | 7,700 | 12,280 | 9,299 | 8,992 | 8,257 | 9,407 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 7,175 | 9,293 | 7,018 | 8,491 | N.R. | 7,994 |
| 3-5 years | 8,250 | 12,067 | 9,614 | 8,200 | 8,625 | 9,351 |
| 5-10 years | N.R. | N.R. | 9,800 | 11,525 | 8,823 | 10,049 |
| over 10 years | N.R. | 13,781 | 10,188 | 7,500 | N.R. | 10,490 |
| GRAND MEAN | 7,900 | 12,261 | 9,348 | 8,824 | 8,632 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XV

AREA OF SPECIALIZATION — LICENSED PRACTICAL NURSING

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 7,996 | 8,715 | 7,218 | N.R. | N.R. | 7,997 |
| 5-10 years | 7,778 | 8,445 | 8,600 | 9,150 | N.R. | 8,493 |
| over 10 years | 9,673 | 10,094 | 8,882 | 6,840 | 9,250 | 8,948 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 9,330 | 9,388 | 6,823 | 6,850 | N.R. | 8,098 |
| Bachelor's Degree | 7,673 | 9,402 | 8,546 | 7,986 | 11,000 | 8,921 |
| Master's Degree | 10,138 | N.R. | N.R. | 8,276 | 9,250 | 8,702 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | N.R. | N.R. | N.R. | N.R. | N.R. | |
| One year + | 8,683 | 9,205 | 8,966 | 7,404 | 9,830 | 8,802 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 7,200 | 8,361 | 7,753 | 6,967 | N.R. | 7,570 |
| 3-5 years | 8,302 | 8,722 | N.R. | 9,150 | N.R. | 8,725 |
| 5-10 years | 9,090 | 10,862 | 10,105 | 7,599 | 11,000 | 9,731 |
| over 10 years | 10,243 | 11,400 | 8,505 | 7,388 | 9,750 | 9,357 |
| GRAND MEAN | 8,576 | 9,378 | 8,472 | 7,397 | 9,833 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XVI

AREA OF SPECIALIZATION — GRAPHIC ARTS

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N.R. | 10,850 | N.R. | N.R. | 12,550 | 11,700 |
| 5-10 years | 9,570 | N.R. | 8,403 | N.R. | N.R. | 8,987 |
| over 10 years | 9,625 | 10,565 | 9,584 | N.R. | N.R. | 9,925 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | N.R. | 9,924 | 9,584 | N.R. | N.R. | 9,574 |
| Bachelor's Degree | N.R. | 12,144 | N.R. | N.R. | N.R. | 12,144 |
| Master's Degree | 9,598 | 8,403 | N.R. | N.R. | 12,550 | 10,668 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | N.R. | 9,924 | 9,004 | N.R. | 12,550 | 10,846 |
| One year | 9,547 | 10,660 | 8,403 | N.R. | N.R. | 9,537 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 8,500 | 8,980 | 9,962 | N.R. | N.R | 9,147 |
| 3-5 years | 10,070 | 9,740 | 9,250 | N.R. | N.R. | 9,687 |
| 5-10 years | N.R. | 12,132 | 8,403 | N.R. | 12,550 | 11,028 |
| over 10 years | 9,750 | N.R. | 9,540 | N.R. | N.R. | 9,645 |
| GRAND MEAN | 9,587 | 10,594 | 9,265 | | 12,550 | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XVII

AREA OF SPECIALIZATION — VOCATIONAL COUNSELING

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N.R. | N.R. | 10,676 | 8,400 | N.R. | 9,538 |
| 5-10 years | N.R. | N.R. | 12,460 | N.R. | 11,100 | 11,780 |
| over 10 years | 9,100 | N.R. | 10,200 | N.R. | N.R. | 9,650 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 7,200 | N.R. | N.R. | N.R. | N.R. | 7,200 |
| Bachelor's Degree | N.R. | N.R. | 10,200 | 8,400 | N.R. | 9,300 |
| Master's Degree | 11,000 | N.R. | 11,277 | N.R. | 11,100 | 11,126 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | N.R. | N.R. | N.R. | N.R. | N.R. | |
| One year | 9,100 | N.R. | 11,480 | N.R. | 11,100 | 10,560 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | N.R. | N.R. | N.R. | 8,400 | N.R. | 8,400 |
| 3-5 years | 7,200 | N.R. | 10,350 | N.R. | 11,100 | 9,550 |
| 5-10 years | 11,000 | N.R. | 10,102 | N.R. | N.R. | 10,551 |
| over 10 years | N.R. | N.R. | 12,320 | N.R. | N.R. | 12,320 |
| GRAND MEAN | 9,100 | | 11,055 | 8,400 | 11,100 | 9,998 |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XVIII

AREA OF SPECIALIZATION — AIRCRAFT MECHANICS

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N.R | N.R. | 8,100 | N.R. | N.R. | 8,100 |
| 5-10 years | N.R. | N.R. | N.R. | 8,100 | N.R. | 8,100 |
| over 10 years | N.R. | 10,235 | 8,978 | 8,450 | N.R. | 9,221 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | N.R. | 10,235 | 8,539 | 8,333 | N.R. | 9,036 |
| Bachelor's Degree | N.R. | N.R. | N.R. | N.R. | N.R. | |
| Master's Degree | N.R. | N.R. | N.R. | N.R. | N.R. | |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | N.R. | N.R. | N.R. | N.R. | N.R. | |
| One year | N.R. | 9,893 | 8,620 | 8,333 | N.R. | 8,698 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | N.R. | 10,483 | 8,620 | 8,450 | N.R. | 9,157 |
| 3-5 years | N.R. | 11,640 | N.R. | 8,100 | N.R. | 9,870 |
| 5-10 years | N.R. | N.R. | N.R. | N.R. | N.R. | |
| over 10 years | N.R. | 7,930 | N.R. | N.R. | N.R. | 7,930 |
| GRAND MEAN | - | 10,178 | 8,476 | 8,291 | | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XIX

AREA OF SPECIALIZATION — RELATED INSTRUCTION

AVERAGE YEARLY SALARY (240 days)

| SALARY CRITERIA | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | mean of 5 states |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | N.R. | N.R. | 8,240 | 8,760 | N.R. | 8,500 |
| 5-10 years | N.R. | N.R. | N.R. | 9,043 | N.R. | 9,043 |
| over 10 years | N.R. | 10,560 | 8,924 | 8,384 | N.R. | 9,289 |
| FORMAL GEN. EDUCATION | | | * | | | |
| High School | N.R. | N.R. | 8,924 | 8,550 | N.R. | 8,737 |
| Bachelor's Degree | N.R. | 10,560 | N.R. | 8,249 | N.R. | 9,405 |
| Master's Degree | N.R. | 12,121 | 8,240 | 9,439 | N.R. | 9,933 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | N.R. | 9,740 | N.R. | 8,743 | N.R. | 8,960 |
| One year | N.R. | N.R. | 8,582 | 9,416 | N.R. | 8,864 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | N.R. | 9,740 | 8,924 | 7,985 | N.R. | 8,883 |
| 3-5 years | N.R. | N.R. | 8,240 | 8,309 | N.R. | 8,275 |
| 5-10 years | N.R. | 11,380 | N.R. | 9,358 | N.R. | 10,369 |
| over 10 years | N.R. | N.R. | N.R. | 9,062 | N.R. | 9,062 |
| GRAND MEAN | - | 10,653 | 8,582 | 8,668 | - | |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# SUMMARY TABLE XX

FIVE STATE SALARY MEAN (240 days)

| SALARY CRITERIA | ADMINISTRATION | BUSINESS OCCUPATIONS | DATA PROCESSING | ELECTRONICS & ELECTRICAL | DRAFTING | AUTO BODY |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 13,291 | 9,556 | 10,355 | 9,874 | 9,836 | 8,625 |
| 5-10 years | 13,431 | 9,535 | 11,380 | 9,629 | 9,678 | 9,140 |
| over 10 years | 11,991 | 9,751 | 10,904 | 9,966 | 10,055 | 10,123 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 9,562 | 9,457 | 11,765 | 9,452 | 9,665 | 9,909 |
| Bachelor's Degree | 13,440 | 8,709 | 10,268 | 9,438 | 9,680 | 8,995 |
| Master's Degree | 14,538 | 10,473 | 10,549 | 10,533 | 10,126 | 8,900 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | N.R. | 9,455 | 9,746 | 9,137 | 9,326 | 9,793 |
| One year - | 12,705 | 9,510 | 10,333 | 9,750 | 9,936 | 9,789 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 9,375 | 8,968 | 10,306 | 8,871 | 9,844 | 8,254 |
| 3-5 years | 13,655 | 9,007 | 12,055 | 8,991 | 9,701 | 10,867 |
| 5-10 years | 10,293 | 9,708 | 10,964 | 10,309 | 9,524 | 10,654 |
| over 10 years | 13,939 | 10,321 | 10,929 | 10,645 | 10,743 | 9,782 |
| GRAND MEAN | 13,622 | 10,491 | 11,875 | 10,688 | 10,827 | 10,526 |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# SUMMARY TABLE XXI

FIVE STATE SALARY MEAN (240 days)

| SALARY CRITERIA | DIESEL | BUILDING CONSTRUCTION | AUTO MECHANICS | MACHINE SHOP | WELDING | AIR CONDITIONING |
|---|---|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | | | |
| 0-5 years | 9,527 | 9,338 | 9,909 | 9,250 | 7,807 | N.R. |
| 5-10 years | 8,631 | 9,871 | 8,647 | 9,490 | 9,440 | 9,516 |
| over 10 years | 9,702 | 9,386 | 9;543 | 9,943 | 9,557 | 10,029 |
| FORMAL GEN. EDUCATION | | | | | | |
| High School | 9,908 | 9,412 | 9,248 | 9,398 | 9,207 | 9,878 |
| Bachelor's Degree | 9,615 | 7,500 | 9,881 | 10,052 | 9,128 | 9,835 |
| Master's Degree | 8,800 | 9,847 | 10,802 | 10,109 | 9,826 | 10,010 |
| SYSTEMATIC OCC. TRAINING | | | | | | |
| Less than one year | 9,682 | 9,577 | 9,180 | 9,578 | 9,208 | 10,084 |
| One year | 10,005 | 9,606 | 9,341 | 9,770 | 8,771 | 9,829 |
| TEACHING EXPERIENCE | | | | | | |
| 0-3 years | 9,152 | 8,629 | 9,034 | 9,432 | 8,796 | 10,112 |
| 3-5 years | 9,327 | 9,497 | 8,891 | 9,570 | 8,544 | 9,628 |
| 5-10 years | 10,460 | 9,604 | 10,091 | 9,983 | 9,024 | 10,332 |
| over 10 years | N.R. | 9,923 | 9,574 | 9,784 | 9,510 | 9,650 |
| GRAND MEAN | 10,480 | 10,284 | 10,463 | 10,666 | 9,978 | 9,998 |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# SUMMARY TABLE XXII

FIVE STATE SALARY MEAN (240 days)

| SALARY CRITERIA | AGRICULTURE | L.P.N. | GRAPHIC ARTS | RELATED |
|---|---|---|---|---|
| OCCUPATIONAL EXPERIENCE | | | | |
| 0-5 years | 9,021 | 7,997 | 11,700 | 8,100 |
| 5-10 years | 8,665 | 8,493 | 8,987 | 9,043 |
| over 10 years | 9,667 | 8,948 | 9,925 | 9,289 |
| FORMAL GEN. EDUCATION | | | | |
| High School | 8,846 | 8,098 | 9,754 | 8,737 |
| Bachelor's Degree | 10,055 | 8,921 | 12,144 | 9,405 |
| Master's Degree | 12,544 | 9,221 | 10,688 | 9,933 |
| SYSTEMATIC OCC. TRAINING | | | | |
| Less than one year | N.R. | N.R. | 10,846 | 8,960 |
| One year | 9,407 | 8,702 | 9,537 | 8,864 |
| TEACHING EXPERIENCE | | | | |
| 0-3 years | 7,944 | 7,570 | 9,147 | 8,883 |
| 3-5 years | 9,351 | 8,725 | 9,687 | 8,275 |
| 5-10 years | 10,049 | 9,731 | 11,028 | 10,369 |
| over 10 years | 10,490 | 9,357 | 9,645 | 9,062 |
| GRAND MEAN | 10,608 | 9,576 | 11,283 | 10,002 |

N.R. --- Indicates insufficient responses were received to provide mean figure.

# TABLE XXIII

## BENEFITS NOT INCLUDED IN SALARIES

IN

COLORADO.

| | Average monthly contributions by employers | | |
|---|---|---|---|
| | Health & Acc. | Retirement | Life Ins. |
| ADMINISTRATION | $ 12.37 | $ 42.27 | $ 5.68 |
| BUSINESS | 11.20 | 32.19 | 3.20 |
| DATA PROCESSING | 5.12 | 23.20 | 1.16 |
| ELECTRONICS | 8.18 | 18.69 | 5.25 |
| DRAFTING | 6.14 | 19.32 | 3.38 |
| AUTO BODY | 9.85 | 37.57 | 4.09 |
| DIESEL | N.R. | 51.80 | N.R. |
| BUILDING CONST. | 8.05 | 41.40 | N.R. |
| AUTO MECHANICS | 14.02 | 36.17 | 7.30 |
| MACHINE SHOP | 15.50 | 30.12 | 1.37 |
| WELDING | 6.41 | 35.12 | 2.14 |
| AIR COND.& REFRIG. | 14.30 | 29.47 | 4.90 |
| AGRICULTURE | 11.85 | 3.98 | .00 |
| L.P.N. | 6.18 | 25.37 | .92 |
| GRAPHIC ARTS | 15.35 | 56.86 | 3.14 |
| RELATED | N.R. | N.R. | N.R. |
| GRAND MEAN OF THOSE REPORTING | $ 9.97 | $ 32.23 | $ 3.04 |

N.R. -- Insufficient responses received to project reliable mean.

# TABLE XXIV

## BENEFITS NOT INCLUDED IN SALARIES

IN

IOWA

| | Average monthly contributions by employers | | |
|---|---|---|---|
| | Health & Acc. | Retirement | Life Ins. |
| ADMINISTRATION | $ 10.47 | $ 42.46 | $ 2.60 |
| BUSINESS | 12.44 | 39.73 | 2.04 |
| DATA PROCESSING | 10.06 | 15.45 | 3.01 |
| ELECTRONICS | 12.70 | 17.50 | .54 |
| DRAFTING | 3.08 | 7.14 | .34 |
| AUTO BODY | 9.46 | 29.40 | 2.29 |
| DIESEL | 22.50 | 25.00 | 1.65 |
| BUILDING CONST. | 1.87 | 4.59 | .14 |
| AUTO MECHANICS | 20.52 | 35.53 | 3.00 |
| MACHINE SHOP | 9.85 | 39.60 | 1.60 |
| WELDING | 12.51 | 43.91 | 1.18 |
| AIR COND.& REFRIG. | 13.71 | 39.86 | 4.69 |
| AGRICULTURE | 4.24 | 19.68 | 1.63 |
| L.P.N. | 12.67 | 31.62 | 1.84 |
| GRAPHIC ARTS | 7.47 | 51.61 | 1.72 |
| RELATED | 5.00 | 51.60 | .00 |
| GRAND MEAN OF THOSE REPORTING | $ 10.53 | $ 30.92 | $ 1.81 |

N.R. -- Insufficient responses received to project reliable mean.

# TABLE XXV

## BENEFITS NOT INCLUDED IN SALARIES

IN

KANSAS

| | Average monthly contributions by employers | | |
|---|---|---|---|
| | Health & Acc. | Retirement | Life Ins. |
| ADMINISTRATION | $ .00 | $ 7.72 | $ .00 |
| BUSINESS | 4.16 | 4.56 | .52 |
| DATA PROCESSING | NR | NR | NR |
| ELECTRONICS | NR | NR | NR |
| DRAFTING | .00 | .00 | 2.18 |
| AUTO BODY | NR | NR | NR |
| DIESEL | NR | NR | NR |
| BUILDING CONST. | NR | NR | NR |
| AUTO MECHANICS | NR | NR | NR |
| MACHINE SHOP | NR | NR | NR |
| WELDING | NR | NR | NR |
| AIR COND.& REFRIG. | .00 | 30.00 | .00 |
| AGRICULTURE | NR | NR | NR |
| L.P.N. | 3.75 | 4.25 | .00 |
| GRAPHIC ARTS | NR | NR | NR |
| RELATED | NR | NR | NR |
| GRAND MEAN OF THOSE REPORTING | 1.58 | 9.30 | .54 |

N.R. -- Insufficient responses received to project reliable mean.

# TABLE XXVI

## BENEFITS NOT INCLUDED IN SALARIES

IN

NEBRASKA

| | Average monthly contributions by employers | | |
|---|---|---|---|
| | Health & Acc. | Retirement | Life Ins. |
| ADMINISTRATION | $ 3.34 | $ 13.92 | $ .13 |
| BUSINESS | 6.20 | 9.58 | 1.54 |
| DATA PROCESSING | 2.00 | 7.23 | .80 |
| ELECTRONICS | 1.87 | 9.17 | 1.15 |
| DRAFTING | 1.19 | 4.26 | .44 |
| AUTO BODY | 1.25 | 5.65 | 1.53 |
| DIESEL | 2.50 | 15.59 | 1.53 |
| BUILDING CONST. | 1.32 | 8.27 | .81 |
| AUTO MECHANICS | 1.67 | 5.37 | 1.02 |
| MACHINE SHOP | 7.50 | 23.10 | 4.59 |
| WELDING | .53 | .29 | .33 |
| AIR COND.& REFRIG. | 1.07 | 6.74 | .66 |
| AGRICULTURE | .47 | 30.41 | .29 |
| L.P.N. | 2.50 | 18.83 | 4.68 |
| GRAPHIC ARTS | NR | NR | NR |
| RELATED | 3.52 | 11.46 | 1.88 |
| GRAND MEAN OF THOSE REPORTING | $ 2.46 | $ 11.32 | $ 1.42 |

N.R. -- Insufficient responses received to project reliable mean.

# TABLE XXVII

## BENEFITS NOT INCLUDED IN SALARIES

IN

WYOMING

| | Average monthly contributions by employers | | |
|---|---|---|---|
| | Health & Acc. | Retirement | Life Ins. |
| ADMINISTRATION | $ 7.20 | $ 27.80 | $ 8.66 |
| BUSINESS | 7.11 | 33.42 | 3.50 |
| DATA PROCESSING | 11.47 | 21.85 | 3.33 |
| ELECTRONICS | .74 | 2.37 | .26 |
| DRAFTING | 2.25 | 2.92 | .42 |
| AUTO BODY | NR | NR | NR |
| DIESEL | NR | NR | NR |
| BUILDING CONST. | NR | NR | NR |
| AUTO MECHANICS | 41.37 | 48.61 | 2.57 |
| MACHINE SHOP | NR | NR | NR |
| WELDING | 17.30 | 30.00 | .00 |
| AIR COND.& REFRIG. | NR | NR | NR |
| AGRICULTURE | 11.33 | 23.64 | 2.84 |
| L.P.N. | 6.66 | 11.66 | 1.66 |
| GRAPHIC ARTS | 50.00 | 14.00 | .00 |
| RELATED | NR | NR | NR |
| GRAND MEAN OF THOSE REPORTING | $ 15.54 | $ 21.63 | $ 2.49 |

N.R. -- Insufficient responses received to project reliable mean.

# TABLE XXVIII

## AVERAGE PERCENTAGE OF INDICATED SALARY EXPECTED AS INCREMENT FOR 1970-71 SCHOOL YEAR

| TYPE OF INCREMENT | PERCENTAGE INCREMENT | | | | | |
|---|---|---|---|---|---|---|
| | COLORADO | IOWA | KANSAS | NEBRASKA | WYOMING | Mean of 5 States |
| Increment percentage for Professional Improvement * | 2.7% | 3.1% | 4.3% | 1.4% | 2.4% | 3.14% |
| Increment percentage for other factors ** | 5.6% | 5.2% | 8.4% | 5.2% | 7.1% | 6.23% |

* Professional Improvements are based upon dollar increase expected for achieving specified plateaus that vary amoung the institutions.

** Increments given for tenure, cost of living, and merit considerations.

---

EXPLANATION OF TABLE

Question 12 (Appendix A) was included so that the report could be updated to the target date of the report, June 1, 1971. The survey was taken on June 1, 1970 when most respondants were aware of their 1970-71 salary situation. The dollar amounts were converted to percentages of the 1970 salary then grouped and are reported in composite here. The salaries listed in the tables can be adjusted using these factors.

## SUMMARY OF FINDINGS

The tables of this study were designed to present the data so that they would be of maximum benefit to the users. All responses from a state which fit each cell were averaged to present the most valid mean figure possible. The grand mean total is an average for all responses from a specialization area for each state. The user may draw salary comparisons according to qualifications and state geographic area.

The data have been presented two ways. Tables II through XIX are summarized by state, while Tables XX through XXII are summarized by area of specialization.

The problems of summarizing fringe benefits involved so many different variables that a separate comparison was necessary for this purpose. The fringe benefit summary is a mean figure which includes all responses pertaining to each cell of the summary tables.

It was decided that areas of specialization with fewer than 12 responses should not be published as a table. This eliminated the areas of vocational counseling, aircraft, cosmetology, and legal secretaries. Some incomplete data for these areas were collected and would be available upon request. The frequencies of responses would not justify including a table.

## CONCLUSION

The initial assumption upon which the study was based was not substantiated in the findings. It was generally assumed that such preparational criteria as occupational experience, general education, systematic occupational training, and teaching experience are desirable in developing postsecondary vocational technical instructors. The findings suggest that, in general, actual salaries do not reward these preparational characteristics.

It was not possible to conclude from this study that the levels of instructor preparation included were recognized as criteria for increased salary adjustments. Many situations exist within states in which instructors with more teaching experience, occupational experience, and/or systematic occupational training are paid less than those with fewer years. The same is true for general educational background where the salaries of the high school graduate exceed that of the baccalaureate instructor. The instructional areas of agriculture and health occupations (LPN) are most consistent in rewarding the levels of preparation. This is especially true when reviewing the mean of the five states.

Quite possibly the factor of instructor availability should have been among the established criteria for this study. When instructors with greater teaching and occupational experience are drawing a smaller salary than those with a lower qualification, other factors must be dominating the instructor salary situations. Whatever the reason for salaries as they are, this study does conclude that occupational experience, teaching experience, systematic instruction, and general educational background are not proportionately recognized in determining postsecondary vocational technical instructors' salaries in the five states.

A sizeable differential in salaries exists among the states. This difference seems to hold across the board in all of the occupational areas. The conclusion in this case was that a state's location has a great influence upon instructors' salaries in postsecondary vocational technical education.

The data in this study can be helpful to the local institutions of the five state area for comparison of salaries. It is now possible to compare local salaries by the state and five state means of the specialization areas where sufficient data were received to formulate a table.

## NEED FOR FURTHER STUDY

As is often the case in studies of this type, it was difficult to anticipate all factors which influence a situation. Certainly, there is a need to determine the factors which exert the greatest influence upon salaries for postsecondary vocational technical school instructors. The need for an update study to achieve a greater completeness of responses was established from this study.

At some point in the future, since research funds have once more become available, a broad regional study should be proposed. Special safeguards for more complete data collection should be anticipated and built into the study because the structure of this study did not provide for obtaining responses from those not voluntarily contributing.

The future study should include the sector of private schools. They are operating in the same geographical areas and are in competition for the same source of available teachers. Means from the private schools should be classified by state but separated from the public schools for purposes of comparison.

# COMPENSATION PARAMETER FOR POSECONDARY VOCATIONAL EDUCATORS

The current expansion of Postsecondary Vocational Education has placed administrators in the position of competing for the qualified vocational educator. THIS CENSUS is an attempt to establish just what professional and experience qualifications exist in 1970 . . . and, what compensation is given for the services of teachers and administrators in the public supported postsecondary programs. The study is limited to the states of COLORADO, KANSAS, WYOMING, IOWA, and NEBRASKA.

The instrument herein is designed to be filled out by the individual postsecondary vocational educator so that an impersonal composite analysis of the confidential information may be reported to the participating institutions with postsecondary Voc-Tech programs. The compiling center at the University of Nebraska will disseminate the findings through established RCU channels. PAST ATTEMPTS TO DRAW a profile of the SALARY SITUATION were based on published schedules and ignored completely the many"credits" allowed by administrators.

It is necessary that some information be drawn concerning the load of the individual educator as this relates to the compensation. In many instances respondants will be staff members who work in industry and teach on a part time basis. A short section is devoted to WORK LOAD OF THE RESPONDANT.

## PROPOSED OUTLINE OF PROCEDURE

A. INFORM the proposed population through established journals and newsletters.
B. Establish REGULAR LINES OF DATA COLLECTION within each state and to the compiling center.
C. Establish regular lines of DISSEMINATION within each state.



APPENDIX A

## 1969-70 CENSUS OF POSTSECONDARY VOCATIONAL EDUCATORS - - - - JUNE 1, 1970

*SECTION I. GENERAL INFORMATION (RESPONDENT)* Identification: ___ ___ ___ ___ (1) (2) (3) (4) Age: ___ ___ (5) (6) Sex ___ (7)

Area of Vocational Specialization: *(welding, electronics, etc. or admin, supervis.)* *last four digits of soc.sec.no.*

Industrial EXPERIENCE in Craft or Technology: *(years)* 0-1 ☐ (8), 1-3 ☐ (9), 3-5 ☐ (10), 5-10 ☐ (11), Over 10 ☐ (12) *(check appropriate space)*

FORMAL GENERAL Education Data: H.S.Diploma (13) ___ *(yes-no)* + (14)(15) ___ (Col.Cred. *SEM HR.S.*) Bachelors (16) ___ *(yes-no)* + (17)(18) ___ *(cr.hrs)* Masters (19) ___ *(yes-no)* + (20)(21) ___ *(cr.hrs)* PHD (22) ___ *(yes-no)*

Formal EDUCATION IN CRAFT OR TECHNOLOGY: H.S. (23) ___ *(years)* Post High Voc-Tech (24) ___ *(years)* Coll. or Univ (25) ___ *(years)*

College Credits (sem) in PROFESSIONAL TEACHING: (Estimate Only) (26)(27) ___ *(sem hrs.)* Of these how many in V.E.? (28)(29) ___ *(sem hrs.)*

Your TEACHING EXPERIENCE: *(years)*. 0-1 ☐ (30), 1-3 ☐ (31), 3-5 ☐ (32), 5-10 ☐ (33), Over 10 ☐ (34) *(check appropriate space)*

# - 1969-70 CENSUS OF POSTSECONDARY VOCATIONAL EDUCATORS

*SECTION II. INSTITUTIONAL INFORMATION.* *School Name* _____ *State* _____

*(check appropriate box.)*

1. Enrollment in institution: under 300 ☐ (35), 300-600 ☐ (36), 600- 1,000 ☐ (37), 1,000-5,000 ☐ (39), over 5,000 ☐ (39),

2. Of these how many in V.E. programs? : under 300 ☐ (40), 300-600 ☐ (41), 600-1,000 ☐ (42), 1,000-5,000 ☐ (43), over 5,000 ☐ (44).

3. Financial responsibility is vested in: Area School Bd. ☐ (45), State Bd. ☐ (46), Local Bd. ☐ (47) other ☐ (48)

4. Population of immediate area of Institution *(25 mile radius).* : Under 5,000 ☐ (49), 5,000-50,000 ☐ (50), 50,000-100,000 ☐ (51), 100,000-300,000 ☐ (52), over 300,000 ☐ (53)

*SECTION III. WORKLOAD OF RESPONDENT.*

(54)(55) (56)(57)

5. Average *weekly* contact hours in classroom instruction: _____ Average *weekly* contact hrs. in laboratory - workroom ___

6. Average *weekly* hours in other activities: (58)(59) _____, *(Include in this catagory: preparation, review, correcting, committee work, counseling, sponsoring, administrative work etc.)*

7. How many other professional staff members are responsible to you? _____ (60)(61)(62)

(1) (2) (3) (4) Card 2

*for compiling center use only*

*SECTION IV. SALARY AND BENEFITS OF RESPONDENTS.*

(67)(68)(69)

8. What is the number of days you are expected to be on duty? ___ ___. Your salary for this ___ ___,___ ___ ___ *dollars.* (70)(71)(72)(73)(74)
*per year*

9. Is there extra remuneration for summer sessions _____ (75). Amount *weekly paid* for summer sessions ___ ___ ___. (76)(77)(78)
*(yes-no)* *(dollars)*

10. Is there extra remuneration for night sessions _____ (79). Amount *hourly paid* for night sessions ___ ___ ___. (13)(14)(15)
*(yes-no)* *(dollars)*

11. What is the approximate dollar contribution (monthly) of your employer to: Health and Accident Ins. $(5)(6).(7)(8)
*dollars cents*

Retirement plan ---------$(9)(10).(11)(12)

Life Insurance ---------$(13)(14).(15)(16)

Other benefits *(Include $ value of housing and other items that benefit you* -$(17)(18).(19)(20)

12. What increments do you expect for your 1970-71 services?$(21)(22)(23)(24),$(25)(26)(27)(28),$(29)(30)(31)(32),$(33)(34)(35)(36)
*(tenure)* *(cost of living* *(prof. improv.)* *(merit)*

*13. What professional leave conditions are available to you? Days per year* (37)(38) _____.
*Other comments:*

*14. What industrial experience leave are you expected to take ? Days per year* (39)(40) _____.

35

Appendix B

RESPONDENTS TO QUESTIONNAIRE

COLORADO
Trinidad State Jr. College
Poudre Voc. Tech. School of Nursing
Southern Colorado State College
A. I. M. S.
Otero Junior College
Lamar Community College
Colorado Mountain College
Mesa Community College
Community College of Denver
Arapahoe Community College
El Paso Community College
Northeastern Junior College

IOWA
Iowa Western Community College
Des Moines Community College
North Iowa Area Community College
Northeast Area Voc. Tech. School

KANSAS
Central Area Voc. Tech. School
Southwest Area Voc. Tech. School
Salina Area Voc. Tech. School
Northeast Area Voc. Tech. School
Kansas City Area Voc. Tech. School
Manhattan Area Voc. Tech. School
Liberal Area Voc. Tech. School

NEBRASKA
Nebraska Technical College
Platte College
Central Nebraska Technical College
Alliance Vocational School of Registered Nursing
Northeast Nebraska Technical College
McCook Junior College
Western Nebraska Technical College
University of Nebraska School of Agriculture

WYOMING
Central Wyoming College
Laramie Community College
Northwest Community College
Eastern Wyoming College
Casper College